

NETWORK

The bimonthly magazine for Usdaw activists | www.usdaw.org.uk | May/June 2013



Delegates take to the stand at Usdaw's annual conference in Blackpool

■ Young activist-in-depth Adam Beddow

Counting Crow's fan Adam tells *Network* why he regrets not getting active sooner
page 19



■ Winning for ex-Woolies and Ethel Austin staff

Usdaw wins more than £5 million for ex-Woolies and Ethel Austin staff in a landmark legal case
page 06



■ Mental health workshop

Members from the North East met up in Tyneside for a two-day course on mental health awareness
page 27



Big legal win

General secretary John Hannett's comment



While the Coalition was busy looking at more ways to make it easier for companies to sack people Usdaw was equally busy fighting for justice for workers whose company goes bust.

When Woolworths went bust in 2008/9 Usdaw took the Administrators to court for their failure to consult with the workforce. Usdaw won the case but only for employees who worked in stores with 20 or more staff. These workers were given additional compensation called a 'protective award'. However, for staff in shops with fewer than 20 staff they did not receive the protective award payment. The same injustice was later faced by staff at Ethel Austin.

Annoyed and frustrated by this clear scandal Usdaw launched a legal battle for these workers and in May this year we won the argument in court. Some 4,400 staff now become eligible for the protective award payment which equates to between eight and 12 weeks pay.

This decision could have a widespread legal impact on all redundancy situations and hopefully all staff will be adequately consulted or their company/administrators will face further penalties.

One further injustice remains in that the Administrators, who take their big fees, do not have to pick up the bill, this is met by the government-funded Redundancy Protection Fund. This clearly needs correcting.

I'm delighted with this landmark ruling but we all know the attack on workers' rights will continue under this Tory-led Coalition and the Government may yet appeal the decision.

TUC Campaign

Meanwhile the TUC has launched its alternative vision for the country and Usdaw is backing the campaign which puts jobs, a living wage, good services, decent welfare, respect and strong unions at its very heart.

Look out for the TUC's special Campaign Bus touring the country in late June. Its aim is to expose the Coalition's misguided austerity policies and collect hard evidence of the damage the Government's policies are doing. Give it your support if you get the chance.

Usdaw
Union of Shop, Distributive
and Allied Workers



I'm delighted with this landmark ruling but we all know the attack on workers' rights will continue under this Coalition and the Government may yet appeal the decision



USDAW

www.usdaw.org.uk

© Usdaw 2013

Reproduction in whole or part by any means without written permission of the publisher is strictly forbidden. The publisher accepts no responsibility for errors, omissions or the consequences thereof.

Network is published
bimonthly and distributed to
Usdaw activists.

Published by:

Usdaw

188 Wilmslow Road
Manchester M14 6LJ

T 0161 224 2804

F 0161 257 2566

E network@usdaw.org.uk

W www.usdaw.org.uk

HEAD OF MEDIA & COMMUNICATIONS

Mike Glover

EDITOR

Peter Rees-Farrell

REPORTER

Mairead Bradley

EDITORIAL ASSISTANT

Sarah Bailey

OTHER CONTRIBUTORS

Jo Bird, Ruth Cross, Ruth George,
Tony Larkin, Doug Russell and David
Williams.

PHOTOGRAPHERS

Della Batchelor, Mark Finder
Callum Harrison, Rezwan Javied,
Warren King, Michael Marker,
Justin O'Neill, Martin O'Neill,
Mark Pinder, and Ian Sadler.

For circulation enquiries
contact your divisional office.
Paper is sourced from
sustainable forests.

ADVERTISING

Century One Publishing Ltd

T 01727 893 894 F 01727 893 895

E enquiries@centuryonepublishing.ltd.uk

W www.centuryonepublishing.ltd.uk

ADVERTISING MANAGER

David Murray

T 01727 739 182

E d.murray@centuryonepublishing.ltd.uk

PRINTED BY: Buxton Press



2013 ADM 2013

DELEGATES SPEAK UP DURING PARLIAMENT

This year's Annual Delegate Meeting attracted more than 1,100 delegates, visitors and officials for the four-day conference held in Blackpool where all the major policy debates were held. Labour leader Ed Miliband was the guest speaker and received a standing ovation after a composed, confident speech.

Pages 07–14

04 In the news

Young activists light up the TUC, mental health fringe meeting at ADM and a warning from HMRC on the dangers of email tax credit scams.

15 Usdaw's Political Fund

The union has to carry out a ballot of its members every ten years to retain its vital political fund. Find out why you should vote YES, and use the centre spread poster to tell your colleagues.

19 Activist-in-depth

Midlands division's Adam Beddow on his life as an active rep and how getting involved in Usdaw was something he wished he'd done sooner.

21 Using company-specific get-togethers

Divisional seminars for Tesco and Sainsbury reps give activists the chance to network, swap problems and solutions and find out more about how their agreements work.

22 Academy2 activists in focus

Network catches up with four reps on the Academy2 as they embark on their six month secondment to recruit and organise across all Usdaw sectors.

24 Recruitment & Organising

Udaw's small army of active reps is signing up more and more members and bringing the benefits of membership to a wider audience, *Network* spoke to a cross-section of activists.

27 Mental health weekend school

A groundbreaking federation weekend school in the North Eastern division took a close look at how reps can support members with mental health issues in the workplace.

Regulars

20 Member services Find out if Usdaw can save you money

26 Staff news Four new members of staff

28 Health and safety Keep informed on all the safety issues

30 Letters What reps are saying about work and life

IN BRIEF



Unemployment up again to 2.75 million

The unemployment rate in the UK has risen for the third successive quarter up 15,000 in the first three months of 2013 to 2.75 million.

The official unemployment rate now stands at 7.8 per cent while wages rose by only 0.4 per cent and inflation was 2.8 per cent. More than 900,000 people have been unemployed for more than a year.



Amazon under fire over tax payments

Last year Amazon's main UK business was given more in government grants than it paid in corporation tax, it was revealed in May as the online retailer's tax affairs came under further scrutiny.

Despite sales of £4.2 billion in the UK, the American giant's British subsidiary received £2.5 million in government grants during 2012 – £75,000 more than the £2.4 million it paid in corporation tax for the same period.

Amazon, Apple, Google and Starbucks have all been heavily criticised by a government watchdog, while an online petition critical of Amazon's tax payments has attracted 170,000 signatures.

Legal victory for ex-Woollies staff

BIG BREAKTHROUGH FOR UNION

Usdaw has won a landmark legal case at the Employment Appeal Tribunal that will see around 4,400 ex-Woolworths and Ethel Austin staff share over £5 million compensation.

The decision overturns a previous ruling that saw shopworkers employed in stores with fewer than 20 staff denied a payout when the Administrators failed to consult with the staff's representatives, which they are obliged to do when a business goes into administration.

General secretary John Hannett said: "I am absolutely delighted with this decision. It has corrected the clear injustice of denying compensation to staff purely on the basis of the number of employees at each individual store.

"It did not make sense that staff in Woolworths and Ethel Austin's smaller shops were not part of the same collective redundancy situation as their colleagues in larger stores.



Many ex Woolworths and Ethel Austin staff missed out on the protective award because they worked in stores with fewer than 20 staff

Tens of thousands of retail workers have been made redundant in the last four to five years and, while the Administrators have taken their large fees, many workers were not only treated shabbily but denied the additional payment based on the 'failure to consult'.

"Usdaw will also continue to press for a change to the law that currently allows Administrators to ignore their consultation obligations to employees.

"This case has far reaching implications for all workers facing redundancy, whether in the retail sector or the wider economy."

Factory deaths see global action

International trade union federations acted quickly to promote improved safety measures for overseas factory workers following the collapse of the Rana Plaza factory in Bangladesh that killed more than 1,100 workers in April.

Global unions UNI (Unions Network International) representing retail workers, and IndustriALL, representing garment workers, developed an Accord on fire and building safety.

Signing the Accord commits companies to fund an independent safety inspector

body that will involve workers in the process, through their unions, and to make long term deals with suppliers, offering more secure employment and training for workers.

More than 30 UK major retailers have signed the Accord, including Tesco, Sainsbury, H&M, John Lewis, Marks and Spencer, Next, and Primark.

However, a number of high street brands who manufacture in Bangladesh still haven't signed including Debenhams, Walmart and GAP.

"This was a terrible

catastrophe that showed the dangerous conditions endured by workers who produce so much of our clothing in the UK," said a spokesman for the campaign.

"We need to get these companies on board to help ensure that even more workers in Bangladesh will be protected by improved working conditions.

"Please take a few moments to send an email to these companies, urging them to sign up to the Accord."

More at: www.tuc.org.uk
www.uniglobalunion.org



IN BRIEF



Young workers at mercy of zero hours

The number of young workers aged 16-24 on zero hours contracts rose from 35,000 in 2008 to 76,000 in 2012, new figures have revealed.

The report released by the Office of National Statistics reveal that one in every three zero hours contracts goes to an employee under 25.

Shuttered shops hit record high – survey

The economic downturn and a shift to internet shopping have been blamed for the record number of empty shops in the UK.

Across the UK almost one in eight shops was vacant according to the British Retail Consortium. However in Northern Ireland and Wales the figure was one in five, in Scotland one in ten but in London just one in 14 shops were shuttered underlining the massive regional variations.

Pay day loan debt doubles in a year

The number of people seeking help after getting into difficulty with pay day loan debts doubled last year.

Debt advice charity StepChange said it helped 36,413 people with pay day loan debts, 20,000 more than in 2011. It blamed companies giving loans to people who were unable to afford the repayments and forcing them into an unsustainable cycle of dependency on pay day loans.

YOUNG ACTIVISTS AT CENTRE STAGE

The next generation of union activists put young Usdaw members at the forefront of the national debate on workers' rights.

Six reps from across the UK represented Usdaw at the TUC Young Members' conference held in London in March.

Southern division's Rachel Goodwin spoke in the housing debate while Naomi Tweddle from the Midlands division spoke on pensions.

"It was a brilliant experience," said Naomi. "We discussed the Government's cuts to benefits which affect the poorest and most vulnerable in society and



Looking to the future...(l-r) Rachel Goodwin, Nathan Perlini, Naomi Tweddle, Dex Miller, Sue Thomas and Callum Harrison

compared it to the £40m bonus the banks received earlier this year. The conference

itself shows that you can make a difference and you're not alone as a young rep."

Warning on email tax credit scam

Tax credits claimants are being warned by HM Revenue & Customs (HMRC) in the run-up to the 31 July renewal deadline about scam or "phishing" emails sent out by fraudsters.

During last year's tax credits renewals period nearly 22,000 phishing emails were reported to HMRC, who shut down more than 147 scam websites however, others continued to

be created.

Phishing emails often promise money back and, if the recipient clicks on a link, they are taken to a fake replica of the HMRC website. They are then asked to provide credit or debit card details or other sensitive information such as passwords. The fraudsters then try to take money from their account.

Money may be stolen from victims' bank accounts, or their personal details can be sold to criminal gangs, leading to possible identify theft.

HMRC will never ask you to disclose personal or payment information by email.

To see HMRC online security advice check:

www.hmrc.gov.uk/security/contacts.htm

New chapter for Usdaw and Co-op

Months of hard work came to fruition in April when Usdaw signed a new Partnership Facilities Agreement with Chelmsford Star Co-operative Society in Essex.

Welcoming the deal, Eastern divisional officer Dave McCrossen said: "We've been trying to organise within the society, which has around 50 stores in the area, for some time.

"This signing is a credit to the hard work of area organiser Tracey Low and stand-down rep Carla Woodley who were



instrumental in putting the deal together.

"The new agreement will

allow for stand-down facilities and the introduction of lifelong learning."

MENTAL HEALTH CONCERNS REPS

DELEGATES KEEN TO HELP

A packed fringe meeting at this year's ADM heard an impressive range of speakers talking about mental health issues.

Leading mental health charities have seen a significant increase in the numbers of people looking for support since the recession began with job security, working conditions and financial security adding to the pressure on workers.

Over 200 members held a Q&A session with Karen Farren from mental health charity MIND, general secretary John Hannett and Usdaw reps Sue Kenny and Jenny Bishop.

"This is an issue Usdaw takes seriously which affects many of our members," said John Hannett. "More than one



in four people will experience a mental health problem at some point in their lives and many of our members are supporting family members and colleagues with stress, depression or anxiety. The union also wants to help break down the stigma surrounding mental health problems so that more members can get the support they need."

Members reported that mental health problems are still

poorly understood by many managers and colleagues. Jenny Bishop (centre) said: "Just because you can't see what is wrong with someone, managers sometimes assume the person is fine and should be coming into work."

Sue Kenny (left) spoke very movingly about the pressures of supporting a family member with mental health problems.

For more information visit: www.usdaw.org.uk/mentalhealth

IN BRIEF

Morrisons to go online with Ocado



Supermarket group Morrisons has signed a deal with internet grocer Ocado which will see it launch its own delivery service in January next year.

Morrisons, which will make an initial payment of £170m to Ocado for the Dordon distribution centre in Warwickshire, then a further £46m to expand the delivery service, is the last of the big four grocery chains to offer an internet service. Reports say around 4,000 jobs could be created.

Save £25 off our Funeral Plans

Because as an Usdaw member you and your immediate family can benefit from

- **£25 off** our Funeral Plans
- **10% discount** on professional services fees on funeral arrangements

The **co-operative** funeralcare



10% discount applies to funeral director professional services fees only as detailed on price list and excludes fees payable at the time of arranging a funeral and includes discounts on the Simple Funeral, exploratory services, coffin-jacket service, additional services and payments made at your death (e.g. charge, death toll, coffin/casket/burial charges). The funeral plan offer applies to new members and funeral plans purchased through a Co-operative Funeralcare home. The offer does not apply to funeral plans purchased by the last monthly payment option. Offer cannot be used in conjunction with any other offer and is valid until 30/11/13. All offers are not applicable. For business terms and conditions apply. This does not affect your statutory rights. 0800 700000. The Co-operative Funeralcare is a trading name of Co-operative Funeralcare Group Limited. The Royal Holloway Group. Registered Charity Number 275028.

LATEST APPOINTMENTS

Louise Curtis is the new head of the legal department, Gareth Davies is the new Midlands deputy divisional officer and John Ford and Karen Shone have joined the organising team

Former senior lawyer at the Equality and Human Rights Commission **Louise Curtis** is the new head of the legal department.

Blackpool-born Louise took up her new role in December last year and will bring 22 years' legal experience and expertise to her new position.

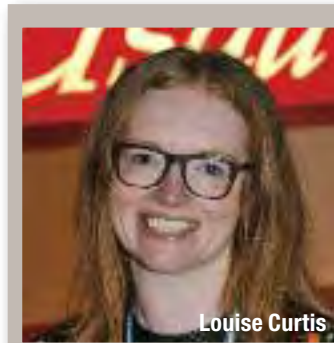
"This is exactly the right job for me," she said. "The position came up at the right time. I was looking for a new challenge and I'm delighted to have joined the Usdaw team."

Prior to her appointment Louise had spent five years at the Commission, before that she was a senior lawyer at the Disability Rights Commission for seven years and was based in Manchester.

Louise also spent seven years at Manchester City Council helping tenants deal with anti-social behaviour and noisy neighbours.

After graduating in law from Leeds University in 1990, she spent a year at the Chester College of Law, and qualified as a solicitor in 1993. She later went on to study part-time and was awarded a Masters Degree in Employment Law from Leicester University in 2005.

"I've always worked in jobs where the focus was to help people and joining Usdaw will allow me to do just that," she said. "I'm keen to bring my expertise and skills to bear on all the legal work of Usdaw."



Louise Curtis



Gareth Davies



John Ford



Karen Shone

Gareth Davies is the new deputy divisional officer in the Midlands division and succeeds newly appointed divisional officer Gavin Dadley.

Before joining the union's staff in 2009 when he was appointed area organiser at the Kegworth office, Gareth had been a Tesco rep since 2001 at the store in Coventry.

"I've had tremendous support from my colleagues especially from Gavin, who was my predecessor so I've big shoes to fill," said Gareth, 33.

"It's a challenging and different role, but rewarding too. I divide my time up between the office and being in the field."

"There's lots to do, we've recruited 2,800 new members in the division this year but membership hasn't grown so that shows the challenge we face."

Meanwhile two new area organisers have joined the organising staff.

John Ford has joined the team at the union's new London office in Congress House and now has 14 months' experience as an area

organiser under his belt.

His Usdaw career began in 2007 when he was a rep for Tesco. He graduated to Academy1 in 2010 and 12 months later went on to Academy2. He also studied for a Diploma in Employment Law with the TUC.

"I'm enjoying my role, it can be tough at times but it's very rewarding," said John, 54. "I've worked with some fantastic reps and that really is the best bit about the job, helping and supporting them and watching them develop, just as I have."

Karen Shone has moved more than 200 miles from Abegele in North Wales to take up her new post as area organiser at the Andover office in Southern division.

Karen joined Usdaw in 2006 when she worked for Tesco and three years later she was elected shop steward.

"My area organiser really took me under her wing and encouraged me to get more involved," said Karen, 50, who now lives in Newbury in Berkshire.

"I did some stand-down and in 2011 joined Academy1 and then progressed to Academy2 the following year."

"My life has certainly changed over the last four years. And I'd like to thank everyone in my new division for making me feel at home so quickly."

Scottish area organiser **Margaret McCall**, 62, will retire in late June after 12 years' service.

She was appointed in 2007 based at the Edinburgh office, having spent six years as a recruitment and development officer at the Glasgow office. In 2000 she was on the TUC's Organising Academy.

"I've been privileged to have worked for Usdaw and I could've only dreamed of the opportunities I've been given. I've had tremendous support, it's been fantastic," she said. "The most satisfying part of the job is watching new reps grow – organising sites from scratch and then graduating to the Academy."

"I'll be spending more time with my family and the grandchildren, some gardening, and maybe look to do voluntary work with the CAB to give something back."

General secretary John Hannett said: "Many thanks to Margaret for her loyal service, we all wish her a healthy and happy retirement."



Sainsbury & Tesco reps use divisional network

How to improve the union's profile across Sainsbury stores in the division was the focus for more than 30 reps from the North West who attended a special two-day event at the Hilton Hotel in Blackpool in February.

Activists had the opportunity to discuss the agreement and their role as reps on holding inductions, recruitment drives, representations and team meetings.

"Reps had the opportunity to analyse their role and also put their questions to senior management from Sainsbury's who also attended," said divisional officer Mike Aylward.

"The feedback from reps was encouraging. They now feel fully engaged with the Usdaw Organising Agenda. This

type of seminar allows reps to work more closely as a team, and go beyond their own stores. They also meet other reps from other stores to share ideas and solve problems.

"It was a thoroughly enjoyable and productive event."

It was the first time Guy Barker from the Urmston store in Manchester had been to a company-specific event and he was impressed. "The two-day seminar was excellent, I learned a lot," said the 29 year-old.

Guy has been a rep for four years, a health and safety rep for three years and is chair of his branch, NW Sainsbury's Retail No.1 (K151).

"I see this type of event as another important part of my development as a rep. It's very helpful to have reps from the same company together."



South Western divisional reps get united



Seventy Tesco reps from stores across the South Wales and Western division met up for a two-day get-together in Bristol in May where they discussed the procedure for Tesco wage briefings and in-store health and safety.

Senior union officials and management joined

the reps to offer advice and guidance.

"Reps were keen to get more advice on how to emphasise the importance of health and safety," said area organiser Suzie Green.

"These get-togethers are essential in up-skilling both old and new reps on the basic rules of both

issues and a great way to get new information across to the reps."

Tracy Coombs from the Tesco store in Clevedon, North Somerset agreed, she said: "I learned a lot over the two days. It was great meeting and working with reps from other stores."

The Campaigning Union



Usdaw

USDRAW PARLIAMENT IN SESSION AT ADM

Wages, health and safety, working hours, housing, the NHS, and many other subjects were up for debate at the union's Annual Delegate Meeting (ADM), *Network* was there too. . .

The union's future policies were decided at this year's Annual Delegate Meeting when more than 1,100 reps and officials met in Blackpool to debate all of the important issues.

The four-day event attracted activists from all divisions with all sectors and all types of reps there too – experienced and first-timers – to decide which propositions would become union policy.

In the chair was president Jeff Broome, responding to all the debates were general secretary John Hannett and

deputy general secretary Paddy Lillis, and Jan Jervis was chair of the standing orders committee that ensures the smooth running of the conference.

"The ADM is all about the activists and it's their chance to set the agenda and that's been done again this year," said John Hannett.

"Delegates are quick to tell us what we're getting right and importantly where we can improve and so they should because we're accountable to them.

"We have an agenda to grow the union, and this was endorsed by ADM with a

vote of confidence in our strategy. We're determined to deliver on that and as membership grows there are more members to look after so that's why we'll be investing in additional staffing resources.

"Our guest speaker Labour leader Ed Miliband was given a very warm welcome by conference and that's because delegates know the difference between what Labour did in government and what the Coalition is doing now to their living standards and employment rights.

"Ed was clear Labour can't

fix everything overnight but he knows what needs to be done.

"I was delighted he put so much emphasis on getting young people into work. I remember the 1980s and the lost generation.

"I don't want young people to think society and MPs don't value them, young people are too valuable an asset to be left jobless and hopeless.

"Ed also recognised how crucial the NHS is to our members. We all need it and I'm sure this will be a big battleground at the next general election."

Ed's vision for the country



L about leader Ed Miliband put solving youth unemployment, tackling tax evasion and promoting the living wage at the top of his agenda as he looked to build on his One Nation vision for the UK.

In a comprehensive and well-received speech he praised Usdaw and its reps for the hard work they do in representing members under difficult circumstances.

"Urdaw reps are important because you are rooted in the workplace and in the lives of the people you represent – true, realistic, decent," he said.

He emphasised the importance of policies coming from the people and not, as he said, 'Westminster, Whitehall

or policy wonks'.

"I want to win the next election not to present a different style of management but to present a different vision for the country where people come together from all backgrounds, classes and walks of life," he said. "The Conservatives want to divide the nation, but I'm not having any of that."

He slammed the Coalition for cutting taxes for millionaires, for causing havoc with the bedroom tax and for believing that wealth will somehow 'magically' trickle down from the rich at the very top to those at the bottom.

"It doesn't work, it never has but that's the vision of this divisive government," he added.

“ Usdaw reps are important because you are rooted in the workplace and in the lives of the people you represent – true, realistic, decent ”



Visit:
www.usdaw.org.uk/edmiliband to watch Network's interview with Ed Miliband



Coalition under fire on MP expenses, rights, and independence

Laura Pearce (North Herts Tesco Retail) criticised the Coalition for not cracking down on MPs' expenses as it had promised to do prior to the election.

"The Government is committed to cutting public spending so they should begin with themselves," she said. "Ordinary workers like us are having to struggle with pay

freezes and hours cuts while MPs claim exorbitant expenses."

Vicky Calder (North & East of Scotland Co-op) called for an 'unbiased and responsible account' of the implications of independence for the Scottish people ahead of the referendum next year. "We want questions answered on tax, the law, membership of NATO and the EU, the

currency, NHS funding, defence and the monarchy to ensure a fair vote in 2014," she said.

The next Labour government should repeal the changes introduced by the Coalition on employment rights and health and safety, **Ray Taylor** (Sainsbury's Northern) told conference. "The executive council statement *Employment Rights*

Under Attack is very clear on these issues and I'd urge reps to read it," he said.

"Employment rights have a big impact on our members, so we need our MPs to stand up and be counted and give us a commitment to reverse the damage done by the Tory-led Coalition."



Housing issue vital to workers



Brian Cottingham



Frank Dunaway



Rachel Goodwin



Colin Jones



Beverley O'Toole



Carole Robins

Delegates were keen to condemn the drastic shortage of affordable housing and the attack on council house tenants by the Coalition with the so-called 'bedroom tax'.

Iain Dalton (Leeds PT) said: "Housing benefit is very important to people like me. I needed it when I was unemployed and it helped me stay in the area until I found a job," he said.

"Ordinary people facing hard times need help but the bedroom tax could force council tenants into the private sector where rents are much higher which in turn costs the Government more. Private rents should be capped, more social housing should be built and tenants should have secure contracts rather than have to move every six months."

Empty properties including office blocks should be converted into social housing to help tackle the homeless crisis in the UK, **John Tomlin** (Barnstaple & District) told ADM.

His proposition said that last December around

70,000 children were registered as homeless while there were thousands of empty properties. Many houses in rural communities were second homes and often empty for 90 per cent of the time. "We need to start building affordable housing now. Young people and families deserve homes," he said.

Rachel Goodwin (Southern divisional councillor) told conference about how she had to sleep in her car because she couldn't find affordable housing. "There are more renters now in the private sector than in the 'social/council' sector for the first time in 50 years," she said. "We should spend more on building houses then we wouldn't have to spend as much on housing benefit."

Frank Dunaway (Reading General), **Sarah Langton** (East Norfolk & Waveney), **Tommy Boyne** (NW General No.1) also spoke in the debate, which was concluded by **Paddy Lillis**. "We haven't seen a housing crisis like this since the 1980s," he said. "The least well-off are having to shoulder the burden caused



Paddy Lillis

by the financiers with some people being hit by £95 a week.

"The thought of losing your home is worrying and distressing. There is an epidemic of homelessness, massive rises in private rents and house building is at its lowest since the 1920s. Radical measures are needed, turning offices into homes could help but we also need more affordable houses across the UK."



Divisional Youth Committees

Divisional youth committees will now be extended to ten from six members to bring them into line with the equalities and political committees, after conference supported a proposition from West Surrey branch.

visit www.usdaw.org.uk/youth to find out more information

ADM IN BRIEF

Ticketing agencies should not be allowed to charge upwards of 20 per cent of the face value of tickets to events, **Jason Carroll** (NW United Biscuits) told ADM. "These are ludicrous charges," he said. "They're not fair and should be stopped by the Government."

School sports grounds should not be sold off, **Rob Bell** (NW Tesco Retail No.7) told conference. "Students are having to incur travel costs to use facilities," he said. "Council cut backs also mean fields are not maintained. The Olympic Games should leave a sporting legacy but the Government knows the cost of everything but the value of nothing."

The executive council will consider organising an annual national manufacturing conference after **Jason Carroll's** (NW United Biscuits) proposition. "This will allow ADM to get back to what it should be debating – rules, organising, campaigning, policies, politics and the future of the movement," he said.

Union literature to help male victims of domestic violence should be produced by the union, according to **Wendy Miller** (North & East of Scotland Co-op). Conference agreed after her call was supported by **Philip Shaw** (North East Morrisons Sata), **Adam Fletcher** (NW Co-op Group Retail No.5) and others.

Maternity matters

A new statement to support reps by offering practical advice on maternity issues, such as pregnancy risk assessments, same sex parents, working parents, time off for family emergencies, flexible working and working carers was launched at ADM.

Deputy general secretary **Paddy Lillis** moved the executive council statement 'Maternity Rights Matter'.

He said: "We represent almost a quarter of a million women members, so it's essential we give a strong voice to their needs and concerns.

"Men also have an interest in maternity and parental

rights, not only as fathers and partners, but as union reps supporting pregnant women members or new mums returning to work after leave.

"This statement is about equipping reps with the knowledge they need to ensure that pregnant women members and new parents understand their rights.

It also examines what is happening to maternity rights and maternity services in the UK in 2013 and is essential reading for all reps."

In the following debate on equal rights **Billy Gray** (North West Morrisons Produce) said new mothers should be allowed to nominate a person of their choice to receive all paternity

rights in the event of the birth father's absence. Conference agreed and also passed a proposition from **Linda MacFarlane** (East of Scotland Morrisons) who argued that when paternity is disputed DNA tests should be carried out without the agreement of both parties if necessary.

Finally, **Gillian Maguire** (West of Scotland Tesco) won conference support when she called for the legal right for birth partners to be released from their workplace when expectant mothers are in labour.

Anne Will (West of Scotland Morrisons) and **Helen Laverick** (North West Morrisons Retail No 8) also spoke in the debate.

Transport issues under the conference spotlight

Delegates agreed to press for a number of measures to improve safety across the transport sector.

Conference called for tougher penalties for people who use their hand-held mobile phones while driving and an end to further toll charges on motorways.

A law should be introduced to restrict the number of people allowed onto individual train

carriages to avoid 'packing passengers in like cattle and putting them at risk'.

CCTV cameras should be installed at pedestrian crossings at traffic lights to help reduce injuries and help the police catch law-breakers.

New drivers should have to display their 'P' plates for at least a year to alert other drivers to their status and to help avoid accidents.

Cyclists should be encouraged to wear a safety helmet and children's bikes

should come with a made-to-measure safety helmet.

Angela Thomas (Swansea General), Michael Wheeler (Fallowfield), Monish Kelly (Weston-Super-Mare), Roseanne McAllister (West of Scotland Co-op), Beverley O'Toole (West Yorkshire Co-op), Allan Kell (NE Tesco North), Scott Adgar (South Yorkshire Tesco), Laura Burt (Northants Retail), Bob Gallacher (Weetabix) and others all took part in the debate.



Anne Will

Jason Carroll

Wendy Miller

Gillian Maguire

View more pictures at: www.usdaw.org.uk/adm2013



Staff numbers are dangerously short

Call for tougher law

The Corporate Manslaughter and Corporate Homicide Act should be more strictly enforced, Lorraine Haves (NW Tesco Retail No.8) told ADM.

"To date only three companies have been prosecuted under the act but this has only resulted in a fine," she said. "This is not enough of a deterrent for companies to ensure the safety of their staff and the general public.

"Corporate manslaughter cases are very complex and do take a long time but despite 141 cases only three have come to trial since 2009."

She listed cases involving workers and the general public where deaths occurred but no manslaughter charges were brought. In some cases families were left with no compensation.

"The outcomes are inconsistent with the guidelines and do not pose enough of a threat to encourage good health and safety policies. We need robust deterrents to uphold the law and we need the loopholes closed."

Low staffing levels are putting workers' health and safety at risk and adding to the stress faced by staff, delegates agreed.

"At times there is only one person on the back door instead of two in some stores," said Paul Giesel (Cardiff Central). "Staff are also missing out on breaks and these issues need to be rectified."

Kevin Gale (Worcs Tesco) agreed. "With more convenience stores but low staff levels, sickness levels go up and so does

work-related stress and tiredness," he said.

Gillian Clarke (Scotland Sata), Wendy Temple (North East Kent) and Laura Burt (Northants Retail) all backed the proposition.

John Hannett said: "We know employers are stripping out costs but low staffing levels leave employees vulnerable and causes tensions with customers. Long shifts with no breaks is unacceptable and reps need to challenge this and take it through the appropriate channels."



Linda MacFarlane



Wendy Temple



Billy Gray



Laura Burt



Gillian Clark

View more pictures at: www.usdaw.org.uk/adm2013

ADM fairness call

Delegates showed their support for fair treatment and improved rights for disabled people both in and out of work when they discussed four propositions as part of the disability debate condemning the 'Tory-led attack on the most vulnerable in society'.

Jenny Bishop (Yorkshire Next) questioned the medical knowledge of ATOS, the agency responsible for the assessment of disability benefits. She said: "This agency is for general advice, they are not doctors."

Michael Wheeler (Fallowfield) called on the executive council to lobby government to retain the system of Disability Living Allowance (DLA) payments for children under 16 and to reverse the replacement of DLA with Personal Independence Payments (PIPs) for adults.

He said: "This Government's disgraceful attack on disabled people goes against our core principles as trade unionists. These plans are so dangerous and damaging to people who are the most vulnerable in our society."

Pete Robson (East Cornwall) added: "Not only are we calling for DLA to be reinstated but also for the assessment process to be re-evaluated to take into account the implications for people with learning difficulties who are very often assessed wrongly."

Hazel Ingham (Sussex No 1) asked

conference to lobby government to look at the plight of disabled workers. She said: "A disability is not always something we can see."

"It's an absolute disgrace in today's society that disabled workers receive less work, less pay and less access to education and training. Disabled workers deserve the same treatment as everybody else."

Colin Anderson (Barnstaple and District) called upon the government to make it easier for small businesses to make reasonable adjustments in their workplaces to help disabled workers stay in work, while **Angela Thomas** (Swansea General) asked delegates for their support to campaign for more disability swings for children in parks.

Conference also gave their support to lobby the Government to reverse the benefit changes that came into force in April, and to seek a Labour Party manifesto commitment to support this.

Many delegates spoke about their own personal experiences, other contributors included: **Lisa Lloyd** (North Gwent), **Elizabeth Reid** (Tesco South Herts Retail), **Andrew Tyre** (Midland Dairies), **Rehana Kosar** (West Yorkshire Tesco), **Javed Iqbal** (Midlands divisional councillor), **Helen Laverick** (North West Morrisons Retail No 8), **June Whitelaw** (East of Scotland General), and **Thomas Jeffery** (Swindon General).



Jenny Bishop



Peter Robson



Colin Anderson



Lilian Holliman



Martin Snape



Donna Trail

LGBT bullying has to stop

Conference agreed to back support groups who help young people being bullied because of their sexuality. **Peter Wolfe** (NW Tesco Retail No.7) told how a number of young people were driven to suicide by relentless bullying at school. "It's difficult enough for young people to deal with puberty, growing up and everything else and have to come to terms with their own sexuality," he said. "Bullying people because they are lesbian, gay, bisexual or transgender often goes unchecked and so we should be part of their support network."

Safety reps have vital role

The health and safety debate saw delegates discuss both in-work and outside of work safety issues in a wide ranging discussion.

Fire safety checks should have the full involvement of union safety reps, according to **Lilian Holliman** (West Surrey). "Fire safety procedures, including evacuation tests and checks should get sign off from the reps to avoid confusion," she said. "Lives cannot be replaced."

Usdaw should raise awareness among members of their right to free personal protective equipment at work, proposed **Martin Snape** (NW General No.2). "Employers are legally obliged to provide it," he said. "But some workers are having to pay for it out of their own money which can be very costly. We need to publicise the employers' duties to our members."

Colin Jones (South Herts Holding) continued the theme with a call for staff to be issued with safety footwear. "I had to have four toenails removed after an incident in the store car park," he said. "Some workers aren't wearing safety footwear and we have to keep an eye on this."

Personal alarms with Global

Positioning System (GPS) tracking capability should be provided to staff who may work alone or in areas where mobile signals are weak, **Peter Robson** (East Cornwall) told ADM. "Millions of UK workers face risks everyday," he said.

"Physical attacks, accidents or sudden illness can put lone workers in particular at high risk. GPS devices are not costly and could be life savers."

The dangers of glasses and glass bottles in high-risk pubs and clubs were highlighted by **Lorraine Haves** (NW Tesco Retail No.8). She urged delegates to support the Bottle Stop and Pop-Campaign initiatives, which aim to replace glass with safer plastic alternatives.

"The Government should introduce legislation to ban glass from all late night inner city pubs and clubs," she said. "This would protect the public and staff from suffering any injuries."

Delegates **Jon-Paul McEwan** (Ashby United Biscuits), **David Raine** (NE Cumbrian Tesco), **Donna Traill** (Norfolk Area Tesco), **Carole Robins** (Sussex No.1), **Brian Cottingham** (Humberside Tesco), and **Andrew Tyre** (Midland Dairies) and others all joined the debate.

ADM UNLIMITED

- You can find additional coverage in the summer issue of *arena* at www.usdaw.org.uk/e-arena
- You can also view the ADM picture gallery at: www.usdaw.org.uk/adm2013
- A full report of the ADM will be available in September when the Verbatim Report is sent to all branch secretaries.
- You can order your ADM DVD at: www.usdaw.org.uk/ADMdvd
- Next year's ADM will be held from 4-7 May 2014.
- You can download the three executive council statements – *Maternity Rights Matter*, *Employment Rights Under Attack* and *Political Campaigning* at: www.usdaw.org.uk/ECstat



Speakers' corner . . .

From left to right: deputy general secretary Paddy Lillis, president and chair of ADM Jeff Broome, chair of standing orders Jan Jervis and general secretary John Hannett.



View more pictures at: www.usdaw.org.uk/adm2013

**ADM
2013
WALL
OF
FAME**



1: ADM veteran Pat Buttle shows her support for the modest contribution increase.
2,3&4: Young delegates and visitors raise money for their charity the Prince's Trust.
5&11: Party goes at the Civic Reception.
6,7,10&12: Delegates make their speeches from the rostrum.
8: Ed Miliband takes to the stand as special guest speaker.
9&14: Delegates cast their votes.
13: At the youth disco – members of the youth committee are presented with a cheque for their charity the Prince's Trust from East Midlands Co-op branch

More pictures available to view at:
www.usdaw.org.uk/ADM2013



POLITICAL FUND BALLOT

This year will see Usdaw ask its members to vote YES to keep its political fund so Usdaw can run campaigns which aim to improve workers' lives at work and at home



General secretary John Hannett on why Usdaw needs its political fund

“ The political fund has to be voted on every ten years – it’s a legal requirement – and in the three times Usdaw has held the ballot the vast majority of members chose to keep the fund.

The political fund is used to finance campaigns like Freedom From Fear, Supporting Parents & Carers, the National Minimum Wage (NMW) and others. Many of the decisions affecting our members are taken in parliament not in the boardrooms of companies.

All trade unions recognised more than 100 years ago that ordinary working people need a political voice.

Introducing the NMW, what hourly rate to set and who it would cover were all political decisions which Usdaw campaigned on for many years. If you needed just one reason to vote yes to keep the political fund the NMW would be the perfect example.

Life is all about politics and not having a fund would seriously hamper our work to improve your life and win for members, that’s why I’m urging all of our reps to vote YES and play their part to remind members to vote YES too.



At a glance

Did you know?

- Usdaw has held three political fund ballots – in 1985, 1995 and 2004 – and each time more than 80 per cent of members who voted chose to keep the fund.
- The Political Levy which makes up the Political Fund currently stands at 10p per member per week, of which 9p goes into the National Political Fund and 1p goes into the relevant branch’s Political Fund.

What happens next?

- There’ll be regular communications with information about the political fund and the ballot, encouraging you to vote, and the opportunity to get involved in the union’s political campaigns.
- Ballot Papers will be issued on the 19 August.
- Final date for return of ballot papers will be 5pm 9 September.
- The result will be featured in the winter edition of *arena*.



Usdaw's Political Fund Ballot



Your union,
your voice...

Political Fund Ballot

19 August – 9 September 2013

....**Usdaw's Political Fund**
gives us all a voice



Usdaw needs a Political Fund so we can campaign politically to help our members.



Our Political Fund is a vital part of our union. It has funded campaigns to bring important benefits for our members:

- A higher minimum wage.
- Defending Sunday working rights.
- Rights at work.
- Support for victims of crime.
- Freedom From Fear.



V o t e Y E S f o r a V o i c e

Main uses of the Political Fund

Political Campaigns: The Political Fund is used to resource our political campaigns on issues of core interest to our members, for example:

- Freedom from Fear to prevent violence and abuse against staff.
- Save our Sundays to stop complete deregulation of trading hours.
- Opposing Government cuts to stop the bedroom tax, freezing/cutting of in-work benefits and Coalition attacks on workers' rights.
- Supporting Parents & Carers to promote improved rights for working people.
- National Minimum Wage to protect vulnerable workers from exploitation.
- Legal Holiday Entitlement to give workers a right to paid time off.

These campaigns have substantially added to Usdaw's success by involving thousands of members and encouraging new members to join.

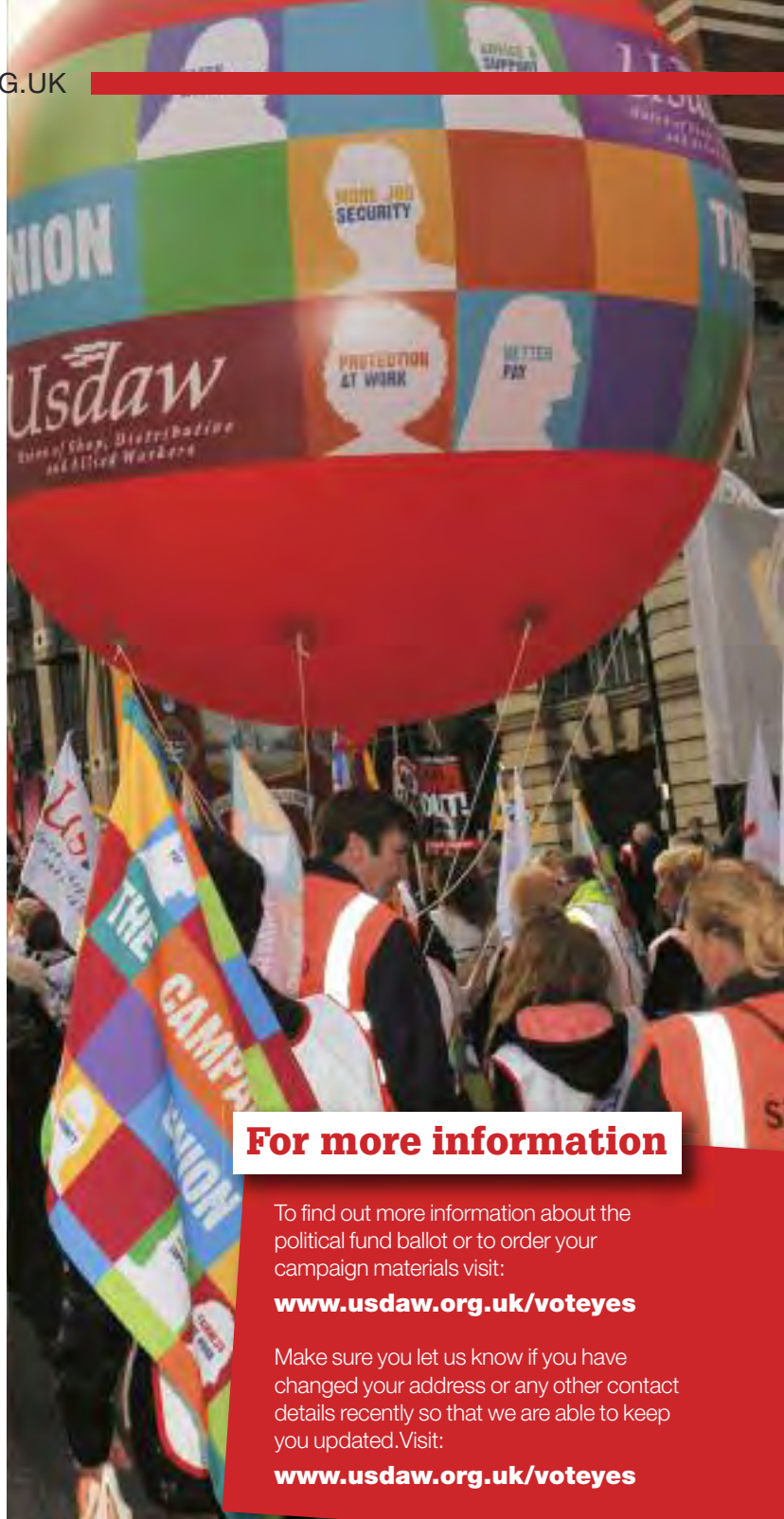
Information: The fund is used to produce leaflets, which tell people about their rights, to highlight the importance of the political process and to encourage members to get involved.

Supporting Usdaw Members: The fund also

supports Usdaw members as political representatives – including Usdaw's Parliamentary Group, Usdaw members who are councillors or election candidates, and training Usdaw members who aspire to stand for Parliament or other political office.

Affiliating to the Labour Party: Usdaw takes its members' concerns to the Labour Party national conference and has a direct input to Labour's policymaking process. We also have a number of members who are Labour councillors in England, Scotland and Wales. We also have representatives at constituency and regional level to give the union influence throughout the Labour Party.

Political Conferences and Events: The fund resources the union's national and divisional political conferences, and also Usdaw delegations to Labour Party national and other high profile conferences. John Hannett added: "So retaining the Political Fund would boost Usdaw's campaigning ability to improve its members' rights, as well as to promote their political concerns in parliament."



For more information

To find out more information about the political fund ballot or to order your campaign materials visit:

www.usdaw.org.uk/voteyes

Make sure you let us know if you have changed your address or any other contact details recently so that we are able to keep you updated. Visit:

www.usdaw.org.uk/voteyes

Legal Notice

Members should note that in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended), Usdaw is required to hold a review ballot at least every ten years, so that the union can retain its political fund.

The ballot will give members the opportunity to vote on whether the union should be able to spend money for political purposes. The law says that the union must have a political fund to do this. Usdaw will therefore be balloting

members on whether or not to maintain the union's political fund. The ballot will take place between 19 August and 9 September 2013.

The ballot will be a postal ballot and voting papers will be sent directly to members' homes or to another address, nominated by the member and requested in writing to the union.

Only members in Great Britain will be eligible to vote, i.e. England, Scotland and Wales.

Electoral Reform Services will be acting

as the independent scrutineer and will oversee the conduct of the ballot.

Any member who has changed their home address or wishes their ballot paper to be sent to a different address and has not yet notified the union, should contact the records department at central office (0161 224 2804).

Independent Scrutineer:
Electoral Reform Services,
The Election Centre, 33 Clarendon
Road, London N8 0NW. 020 8365 8909.
enquiries@electoralreform.co.uk



ACTIVIST IN-DEPTH

Midlands division's **Adam Beddow** answers our questions on his experiences as a rep

“It's very rewarding when you can resolve issues for members. It's also great being part of a community of activists within the union”

FACT FILE & TRIVIA

FAST FACTS

- **Employer** Tesco
- **Occupation** Customer assistant
- **Age** 26
- **Lives** Walsall, West Midlands
- **Usdaw Activist** Since May 2011
- **Union positions** Shop steward, political activist, forum rep, SD forum rep

MY FAVOURITE...

- **Music...** Counting Crows
- **Book...** Hitchhiker's Guide to the Galaxy
- **TV...** Sherlock
- **The last film I saw...** Red State
- **I spend my spare time...** Producing and performing music
- **The best moment of my life so far...** Touring the UK and Europe over the last few years
- **If your house is burning down what do you save...** Besides family, my instruments



Want to be the next activist in-depth?

✉ network@usdaw.org.uk

Why did you become a rep?

I joined Usdaw the day I joined Tesco and I was lucky to have an active rep on my department who encouraged me. I was attracted by the opportunity to help build a great union and to give my support to members when they need it.

What's best about being active?

There's lots of opportunity; there's so much to learn and new skills to develop. It's very rewarding when you can resolve issues for members. It's also great being part of a community of activists within the union.

...any downsides?

You can become very busy, very quickly at times and it can become a juggling act to stay on top of everything. It's always manageable, and knowing that it leads to bigger and better things for our membership makes it worth it.

Have you been on any union training courses?

I've completed all the rep's training courses which were fantastic. They were well delivered and relevant to the issues that I deal with and gave me the skills to apply the knowledge back in the workplace. The Home Study courses were also a great resource.

How was ADM this year?

ADM was a fantastic experience. As a first time delegate I wasn't too sure what to expect. It's a great opportunity to connect with the wider network of Usdaw reps, meet new people, and become better educated on issues. The debates give you a fantastic chance to have your say on the propositions, and really have an active role in deciding what issues Usdaw should be focussing on for our members.

What are the most important issues for your members?

I think it comes down to money in their pockets. Times are difficult if not impossible for many of us. The changes

to the benefits system have put many of our members into potential debt and when they need more hours to balance their household budgets, companies cannot offer them anything.

Which news items have caught your attention recently?

The current discussions surrounding tax avoidance by companies that do business in the UK. It's something that should be challenged and I don't feel the current Government is doing enough to tackle the problem.

Do you find recruitment easy?

Our store had a high turnover of staff for a period of time, so keeping track of our membership density was a challenge. Recruitment has become easier for me as I've gained more experience. Mapping the workplace to maximise our opportunities and running campaigns has been a great way to engage with non-members.

What advice would you give a member thinking about becoming a rep?

I would say do it. Although it may seem daunting, as you become active you will have your fellow reps, the training courses and union officials for support. Eventually, you'll have new reps calling on you for support, which is great.

How would you improve Usdaw?

I think Usdaw is already addressing a lot of potential avenues for improvement, especially with engaging young workers.

Is there anything you would change about your life so far?

I'd have got involved in trade unions earlier. I kick myself for not getting more involved, knowing how much I enjoy being an Usdaw rep.

What's next for you?

I'm planning to get some more stand-down experience this year, and apply for Academy1 next year.

YOUR MEMBERSHIP SERVICES

Find out now if your union membership can save you money. For more information visit: www.usdaw.org.uk/offers

Usdaw SUREsave

Save for the future with Usdaw Suresave, an affordable, tax-free savings plan available for adults and children.

For more information visit:
www.usdaw.org.uk/suresave
or call freephone **0800 781 6877**

yours free

**£25
annual
book token**
conditions
apply

LST LAST SECOND TICKETS

With Last Second Tickets you can get up to 80% off spectacular events happening right now in your area!

To find out more go to
www.lastsecondtickets.com/usdaw



Usdaw members can make great savings at a variety of UK attractions and theme parks. To find out more or to book:

call **0871 222 4001** and quote **REWARDS**
for your special discount or visit
www.usdaw.org.uk/merlin

Usdaw INSURANCE

**home, motor
and
travel insurance**

For a quote call **0800 376 0300**
or visit: www.usdawinsurance.co.uk
to receive up to **15% online discount**

Usdaw is an Introducer Appointed Representative of UIA Insurance Ltd.
UIA is authorised and regulated by the Financial Services Authority.

Usdaw Health and Dental Plans

**Get 100%
of your
money back**

Usdaw Dental Plan
To apply online visit:
www.usdawdental.co.uk
or call 0800 037 2092

Usdaw Health Plan
To apply online visit:
www.usdawhealth.co.uk
or call 0800 037 2094

Designed and administered by Protego Group Ltd. Registered Office: 260-268 Chapel Street, Manchester, M3 5JZ. Authorised and regulated by the Financial Services Authority (registration number 304363). *Money back may differ on NHS dental plans in Scotland and Northern Ireland.

The co-operative funeralcare

Usdaw members and their families are entitled to a **£25 discount** on our funeral plans and **10% discount** on professional services fees on funeral arrangements.

Visit: www.co-operativefuneralcare.co.uk
for your nearest Co-operative Funeralcare
or call: **0800 083 6301**

Please see website or call for full terms and conditions.

Britannia

**Mortgages
and
Savings**

To find out more call free on **0808 156 2838***
Visit your local branch or britannia.co.uk/usdaw

*Our lines are open 8am-8pm weekdays and 9am-12noon Saturdays. Calls may be recorded and/or monitored. Calls from landline phones are free however mobile providers may charge. Britannia is the trading name of the Co-operative Bank plc. Registered office: PO Box 101, 1 Balloon Street, Manchester M60 4EP. Registered in England and Wales No. 990337. YOUR HOME MAY BE REPOSSESSED IF YOU DO NOT KEEP UP REPAYMENTS ON YOUR MORTGAGE

TAXrefundCo.

To find out if you are due a refund, go to
www.taxrebates.com/ref/usdaw

or apply by calling freephone
0800 093 2995

or send a SAE for an application form to:

The Tax Refund Service, Grosvenor House, St Thomas Place,
Stockport, SK1 3TZ

Usdawdrive

Risk free, hassle free car purchasing for Usdaw members and their families.

To enquire online visit:

www.usdawdrive.co.uk

or call

0845 122 6916

StepChange
Debt Charity

Free debt advice has a new name

Free confidential debt advice and solutions for usdaw members.

Call: **0800 980 8271**

Mon to Fri 8am to 8pm and Sat 9am to 3pm
or visit: www.stepchange.org/usdaw

Park Resorts
Creating Amazing Memories

**Save up to an
extra 10%
on UK family
holidays**

Call **0843 308 8823** or go to
www.park-resorts.com/Usdaw
and quote Usdaw

Calls cost 5p per minute plus network extras.
Full terms and conditions apply - call or go online for details.

Frankie & Benny's

**20%
off**

Usdaw members are entitled to 20% off their total food bill when 2 main courses are purchased from the main menu on production of your membership card.

for terms and conditions visit:

www.usdaw.org.uk/frankieandbennys



Shop at your favourite listed retailers via All4charities and earn 100% of all commissions for your chosen charity.

For more information go to
www.all4charities.co.uk

Usdaw Energy

To see if **you could save money** simply visit our website and key in your postcode, your current supplier and charges and the site will do the rest for you. **It couldn't be easier.**

usdaw.uchange4better.co.uk
or call **0845 652 1683**

LIGHTHOUSE FINANCIAL ADVICE

Complimentary initial financial planning consultation for Usdaw members.

To arrange your no obligation initial consultation call **08000 85 85 90**, email appointments@lighthousefa.co.uk
Go to www.lighthousefa.co.uk/usdaw

About to retire? You could get more retirement income by using Lighthouse Financial Advice's annuity service go to www.lighthousefa.co.uk/usdaw

Usdaw protect

A range of affordable, simple-to-set up insurances such as Life cover and Personal Accident cover.

Visit www.USDAWprotect.com
or call on: **0800 484 0860**

Union Income Benefit

USDW Prepaid Plus MasterCard®
Coming soon on www.USDAWprepaid.com, the "pay as you go" card that lets you earn 3% to 6% cashback.

USDW Rewards
Register free on www.USDAWrewards.com to earn cashback on your online shopping and get a free £10 welcome bonus.

USDW PREPAID PLUS USDW REWARDS.COM

superbreak

We have partnered with Superbreak to offer you a 10% discount on hotel accommodation with optional rail travel, flights, concert & events, theatre & dining.

Visit www.usdaw.org.uk/superbreak
or call **0871 221 3700*** and quote Usdaw

ACADEMY2 ACTIVISTS

Usdaw's training for reps is the envy of the UK trade union movement, here Academy1 graduates Kelechi

Kelechi Ezeogu

Kelechi Ezeogu has gone from trade union novice to Academy2 expert just two years after she went to her first union activity.

The fast learning part-time Tesco worker from Brixton in London has spent the last two years developing her skills.

Her journey started after she went to the Black Members' Weekend Workshop in 2011 in Manchester.

"I enjoyed it so much that at the end of the workshop I put my name down to say I would be interested in doing stand-down," said Kelechi, 37.

"My area organiser contacted me and arranged everything. It all started from there, I haven't looked back.

"Last year I spent six months with Academy1 recruiting in Tesco Metro and Local stores as well as smaller Co-ops in my area.

"It was a great experience, I gained so much confidence, became more patient and grew a thicker skin!

"I learned not to give up easily and most importantly that all you need at times is to try a little harder.

"I was delighted to be invited to join Academy2. I know it will be the challenge I need. I feel I have a lot to give and I'll come away a much improved rep."

Kelechi has worked for Tesco for six years and is one of three reps at the Tesco Metro store in Hammersmith.

"Our store is well organised, all permanent staff are with the union, and between us we cover all the shifts including the night shift."



Class in session (l-r) Vanessa Kirk, Lorna L, Nathan Perlini and Kelechi

Vanessa Kirk

Co-op rep Vanessa Kirk is looking forward to the opportunity of another six months with the union this time with Academy2 where she is keen to put her new skills to the test.

"I learned so much when I was on Academy1 two years ago," said Vanessa, 48, from Harrogate in North Yorkshire. "I returned to work full of confidence and eager to get more involved.

"I've been encouraged and supported all the way by my officials Cathy Godfrey and Sharon Hargrave.

"The Academies, and being a stand-down rep, give you the unique opportunity to spend time with potential members face-to-face, which is a much more relaxed experience, and the ideal way to connect with workers and recruit them.

"Also Academy2 will give me the opportunity to support and help other reps develop their skills and organise their workplaces, just as I was helped.

"I know from experience when you are confident

about your role and the advice you are giving to reps they then become more enthusiastic. So between us we make more progress and we do a much better job.

"In this role you get out what you put in. It will give me a great feeling of satisfaction when I look back in six months time and see how the reps I have worked with have developed and grown because of the time and effort I have put in with them. I can't think of anything more rewarding."

TAKE NEXT BIG STEP

Lechi Ezeogu, Vanessa Kirk, Lorna Lotockyj and Nathan Perlini talk to *Network* about Academy2

Nathan Perlini

After six months training with Academy1, Tesco rep Nathan Perlini has made the step up to Academy2 and is keen to progress his involvement with the union.

"I was like a new person when I finished Academy1," said Nathan, 27 from Bristol. "Before I started I had very little confidence and self-belief. But the Academy changed all that. It proved to me that I do a good job as a rep and gave me a desire to develop and test myself further.

"My communication skills have improved because I've had dealings with people from all levels, from shop floor to management. I'm better organised and I have a greater understanding of the trade union movement. I'm also better informed on what's going on politically.

"My friends and family have noticed the changes too. They are all very supportive and know I'm enjoying what I'm doing. They know the experience of Academy1 has motivated and inspired me to do more.

"I was delighted to be given the opportunity of more advanced training with Academy2 and I'm well up for the challenge.

"It's more in-depth. I have my own patch working with reps, setting up meetings with them and looking at how I can help them improve their skills.

"I also enjoy the work in the classroom. It's tough but it develops skills you never knew you had."

Lorna Lotockyj

Academy2 will give Tesco's Lorna Lotockyj the opportunity to manage her own workload, identify new reps and train and support existing reps in their own workplaces.

"If you'd have told me 12 months ago I'd be joining Academy2 and helping to develop reps I would never have believed it," said the 39 year-old checkout operator from Chadderton in Greater Manchester.

"When I first joined Academy1, I thought 'Oh my God, I can't do this'. But little by little and with the help of my coach Michelle Byrne and the other organising officers my confidence grew and in the end it was one of the best things I've ever done.

"The Academy helped me overcome my fears. The overall experience takes you to a different level.

"I remember being on top of the world one day when I signed up new members in an Ikea store which was known as a notoriously hard store to recruit in.

"And then the next day being very frustrated after travelling four hours on public transport – I don't drive – in the pouring rain to speak to a member only to find out they weren't in work that day.

"I couldn't wait to get started with Academy2. I was like a greyhound out of the traps. Very different to a year ago, my nervousness has been replaced by confidence. I want to give 100 per cent and do the best I can."

This year saw 30 experienced reps join the union's elite Academy2. They will spend six months working for the union in their area and developing their skills in a variety of workplaces. Deputy general secretary Paddy Lillis is delighted with both Academies' progress.

"This is our biggest intake since Academy2 was launched six years ago. It shows how successful Academy1 has been to allow us to take so many reps onto the next stage of their development. I'm delighted to say Usdaw is the only union to have its own Academies which form part of our commitment to offer first-class training to all of our activists."



Paddy Lillis

As an Academy2 Organiser you will...

- Have completed Academy1
- Be seconded to the union to work in your own division for six months
- Receive full training and support
- Manage your own patch
- Use Usdaw's campaigns to organise in key workplaces, identifying new reps and helping to train, support and develop them

While the Academies provide the ultimate in training, there are other options available to activists from two-three day courses for beginners to week-long residential schools for more experienced reps.



For more information visit:
www.usdaw.org.uk

ACTION STATIONS

Being a rep isn't easy but it can be very rewarding as these activists from the Co-op, Tesco, Asda and Argos can testify, what's more they have all developed their own skills in the process

Cluster rep Carrie Manley

Co-operative cluster rep Carrie Manley hasn't looked back since becoming a rep 18 months ago and after three stints as a stand-down rep has now graduated to Academy1.

Her talents were spotted early on by her area organiser Amanda Bailey-Coll who arranged Carrie's training and encouraged her to take on more responsibilities.

"My own store is very well organised," said the 45 year-old who works part-time at the Co-operative store in Colne, Lancashire. "I'm the only rep and 14 out of 17 of the staff are members. I also have a very good manager who is willing to work with

the union and is very helpful when I need to carry out my duties.

"I really enjoyed planning and organising my own workload when on stand-down. I'll take this experience into my work with the Academy. This is a great opportunity. I want to learn all there is to know about the union and the next six months will be a good learning curve. I know the Academy will push me that bit further and give me bigger challenges to deal with.

"I can't believe how much I've grown during these 18 months. I'm more confident when speaking to people. I've been to divisional conference and the Annual



Delegate Meeting. I've even joined the Labour Party.

"And I was delighted to win the divisional nomination for Most Promising New Activist at last year's

Organising Awards. I felt very proud of myself.

"Since becoming a rep I feel as though I've found my calling. I can't wait for the next challenge."

David Peet

and

Mel Derby



Experienced stand-down rep David Peet and fellow activist Melanie 'Mel' Derby have worked together to build membership at their store.

The duo are part of a team of five shop stewards at the Tesco store in Bullwell, Nottinghamshire, where there are also four health and safety reps and two union learning reps.

"We have a very good set up with membership around 80 per cent, but we are always looking towards improving on this," said David, 38.

"It was Mel's first time out on stand-down and a great opportunity for her to test herself."

Mel welcomed the support. "It was a great experience working with David, and he really gave me a lot of encouragement. We even went in on the Sunday and recruited eight new members, it gives you a great feeling of achievement," said the 40 year-old customer assistant.

"I've been a rep for two years and been involved in some of the union's campaign days such as Freedom From Fear in my store. Although I gained a lot of experience from working with our other reps on the campaigns I was keen to push myself a bit more so stand-down has been perfect for me.

"I really enjoyed the chance to talk to new members and what the union can offer them. I can't wait to do it again."

Lauren Elliott

Usdaw's campaigns are encouraging reps and members from across the divisions to get more involved in the union and this is particularly true in Northern Ireland.

Asda rep Lauren Elliott couldn't wait to get involved and joined the 'Time to Care' campaign in March outside the Tesco Metro store in Belfast.

"I'm a rep because I believe in treating people fairly and with dignity," said Lauren who has been a rep at the Bangor store for three years.

"I work part-time but I also have a full-time role as a mum to three boys.

"The past year has been especially significant for me both as a parent and a rep as my middle son was diagnosed with Autistic Spectrum Disorder.

"After attending a number of courses relating to his disability I realised how difficult it can be for families to get both financial and emotional support, so I just had to get out and actively support the campaign.

"Gradually and with great support and



encouragement from my area organiser I have gained confidence.

"I enjoy the work I do as a rep and with 164 members in-store there are definitely highs and lows which keeps myself and Alex Browne the other store rep busy.

"It's very rewarding being able to help your colleagues and advise them on issues at work and at home.

"As for 'Time to Care' I don't just believe in it – I live it! Campaigning was a great first experience for me, I learned a lot from the other reps and I'll definitely do it again."

Team Callington

Membership has doubled over the last two years at the Callington Tesco store in Plymouth thanks to the hard work of Sue Tudor and her dedicated team of reps.

"I've been an active rep for ten years and brought a lot of experience with me when I moved here in 2011 where I was the only rep. Membership at the time was around 40 per cent," said Sue.

"I set about building a team and encouraged Pete Robson to become a rep. We now have seven reps and a Union Learning Rep (ULR) and membership is up to 80 per cent."

Pete is now on Academy1 thanks to his in-store activism. "We all get on really well, reps, area organiser, and store management," he said.

"Members on all shifts know who we are and that we are approachable. We are keen to promote the union whenever we can and run workshops and events highlighting benefits like Legal Plus and the opportunities available through Lifelong Learning.

"The youngest member of the team is 18 year-old Kate Knott. She's been a rep for four months and is also an active member of the divisional youth committee.

"Our latest additions to the team are Lesley Hoffman and new ULR Fran Larcombe.

"I'm enjoying the Academy and when I return I will be putting my new skills to work in-store."

Sue Tudor
and Pete Robson



Sue Morris



Members at the Argos store in Wythenshawe in Manchester have 100 per cent trust in their rep Sue Morris whose drive and enthusiasm has helped double membership at the store with every one of her colleagues signed up to Usdaw.

"I joined the union because I believe in people being treated fairly," said Sue, who won the North West division's nomination

for the Individual Organising Award last year. "And I became a rep to make sure my colleagues were also treated fairly.

"Most of them are in their 20s and before they started work didn't know anything about the union and what it can do for them.

"At our workplace there aren't really any issues that escalate because they get sorted out usually just by a quick chat with our store manager who knows we can work together and prevent situations from becoming a problem.

"By taking an active role in the union and my workplace I've learned a lot especially on workers' rights. This has continued to develop as I get more involved with the union.

"I went to the Annual Delegate Meeting for the first time last year. It was fantastic and I really enjoyed the debates. When I held onto the voting card it hit home the level of responsibility given to me by my fellow branch members. I had more than a thousand members' votes on the card in my hand.

"I hope members continue to trust me to do the best I can when they need help and support."

A HEALTHY MIND

A groundbreaking weekend school in the North Eastern division saw activists discuss the complex subject of mental health and its impact on members

Dealing with mental health issues at work was the focus for a special two-day workshop in the North Eastern division in February.

Thirty-four members from across the division met up in Whitley Bay for the workshop on Mental Health Awareness organised by the Tyneside Federation School.

The accredited course looked at depression, stress, postnatal depression, eating disorders, schizophrenia and dementia – and the impact they can have on people and in the workplace. The course also gave reps the skills and knowledge to handle cases involving mental health issues.

“On a personal level I found the weekend particularly helpful as my partner has a son with a severe social and emotional behavioural disorder,” said Andy Woolner who works for Next Distribution in Bradford, West Yorkshire.

“The course was very informative, and the tutors were fantastic and really helpful.

“I hope more reps will be able to attend the course in future. It was demanding, but well worth the effort.

“I’ve been a rep for around seven years and been on many weekend courses and they’re very good.

“I’ve been able to pass on the knowledge I’ve gained to the



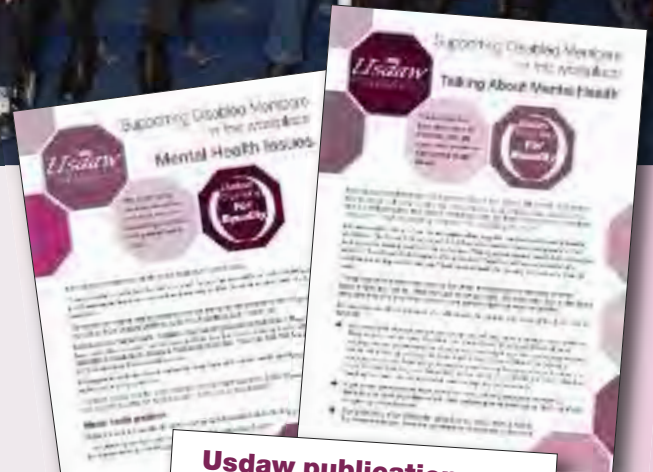
Delegates at the weekend school on mental health

other reps on site and it’s helped me when I’m representing members.

“It made me think about things I may not have realised were issues in my own home.”

Federation secretary Allan Kell said: “We linked up with the divisional equalities forum and it was a great success.

“The course was over-subscribed and we had a reserve list of 25. So we are hoping to hold a similar course later on this year. It’s clear this is a big issue for our reps and members.”



Usdaw publications on mental health are available to download at: www.usdaw.org.uk/mentalhealth



CHECKOUT SAFETY

HSE publishes new guidance on controlling musculoskeletal disorders at the checkout

Usdaw has welcomed new guidance from the Health and Safety Executive (HSE) on the control of musculoskeletal disorders (MSD) in checkout work. The guidance explains employers' duties to prevent MSDs such as back pain and upper limb disorder.

The union argues that the guidance is needed to provide practical advice to retail employers on the prevention of a significant health problem that can affect thousands of workers.

Health and safety officer Doug Russell said: "The HSE guidance has been developed in consultation with the unions and employers.

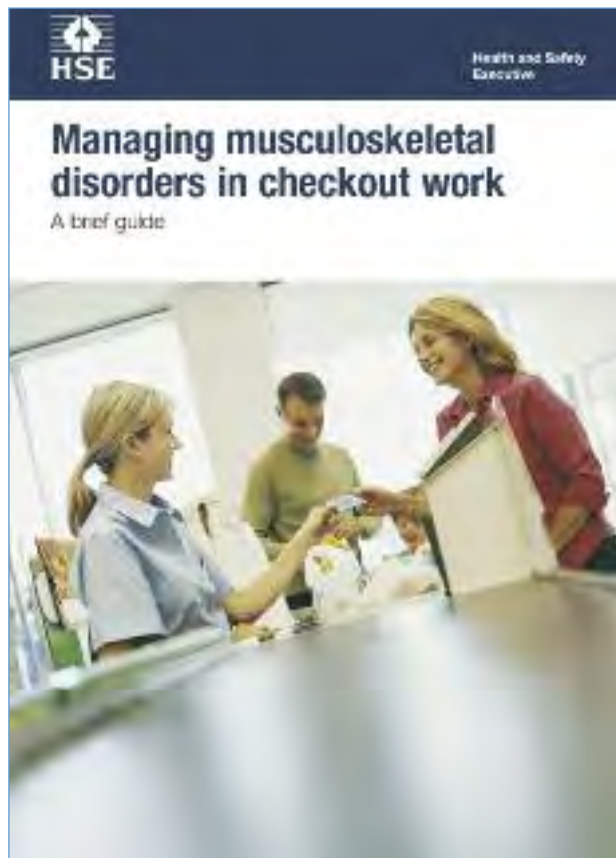
"It has taken some time since the content was agreed by the industry for the guide to be finally published, because of the strict controls which this Government has imposed on the HSE. And we have lost some bits which the unions wanted to be included such as a reminder of the legal duty to provide a seat where the work can be done while sitting.

However, the guidance does provide practical advice for employers and does include useful advice for health and safety representatives as well."

Available on line at www.hse.gov.uk/pubns/indg269.pdf the guidance explains how manual handling and awkward postures of some checkout work can increase the risk of MSD.

Checklists give practical pointers on aspects of the physical layout and design of checkouts, on the loads that have to be handled, the environment and the need to consider individuals who may be at increased risk. These are backed up with photographs illustrating good and bad practice.

A separate section of the guidance gives advice to reps on the use of 'body-mapping' or simple surveys to identify any aches and pains which workers suffer when working on checkouts and to collect workers' ideas for practical solutions to reduce MSD risks.



Speak up on temperature

If you believe there should be a legal maximum workplace temperature, now is the time to tell the Health and Safety Executive (HSE).

Following Professor Lofstedt's report, HSE is reviewing all the Approved Codes of Practice (ACoP) attached to health and safety regulations. The HSE is currently consulting on some proposed changes to the ACoP to the Workplace (Health, Safety and Welfare) Regulations.

Usdaw suggested that the ACoP could be improved by including advice on maximum working temperatures in addition to the current advice on minimum temperatures.

Usdaw supports the TUC proposal for a maximum of 27 degrees Celsius for strenuous work and 30 degrees Celsius for

other work. The addition of a maximum temperature to the Code would help employers understand what they have to do to comply with their duty to maintain a 'reasonable' temperature in indoor workplaces.

However, in the introduction to the consultation, the HSE rules out any such change to the ACoP. The draft of the new ACoP is now up for public consultation. If you feel strongly that a maximum legal temperature is needed, you can tell the HSE by writing to:

Lorraine Newbury, HSE, 5S.G Redgrave Court, Merton Road, Bootle, L20 7HS

or emailing: **workplaceconsultation@hse.gsi.gov.uk**

explaining why you think a maximum temperature is needed in the ACoP and the impact working in high temperatures has on you and your colleagues.

TUC Time for Change Manifesto – More briefing documents

In the last issue of *Network*, we told you about the TUC's 10-point manifesto for reclaiming occupational health and safety – Time for Change.

Since the manifesto was launched the TUC has issued briefings on many of the demands explaining why they feature in the manifesto. New briefings include:

- Carcinogens – preventing work-related cancer
- Dust – the biggest workplace killer
- The case for stronger health and safety laws
- Occupational disease – the epidemic which has been ignored

These briefings are available to download on the TUC website at: www.tuc.org.uk/workplace/tuc-21902-f0.cfm





In conversation with safety rep

Roger Anderson

South Wales and Western's Roger Anderson has been a union rep and health and safety (H&S) rep for 11 years. In 2006 he was elected branch chair for North East Somerset A168. He has worked in the frozen food department of the Tesco store in Midsomer Norton in Somerset since 2002.

Why are you a H&S rep?

I've been a union member for 45 years so I think the role of a shop steward and a health and safety rep are very important. I believe in fairness and with the union on board you can make sure justice is done. I think it's more important than ever that we have H&S reps as some companies will see getting around health and safety issues as a money saving exercise.

What advice would you give to someone who is interested in being a H&S rep?

It's a very worthwhile role. There's a lot to learn so the union's training courses are invaluable. You'll be a member of a good team of reps in your store who meet regularly to discuss issues and are there to offer advice and good support for each other. If you want to be a H&S rep I think, like me, you have to be passionate about health and safety and do anything to push forward these issues and try to get them on the agenda.

Why is health and safety important in the workplace?

You only have to watch the news and read about countries such as Bangladesh and the garment workers who have suffered recently because of the lapsed health and safety the poor working conditions and see just how important it is. If there were no legal responsibilities on employers in this country then we'd be facing similar situations in some workplaces.

What practical measures do you undertake in your store to improve health and safety or keep it at the forefront of members' minds?

Health and safety is always on the agenda at store forum meetings. We encourage staff to contact us immediately if there are any issues. We also have a joint manager/H&S rep store inspection three times a year and any immediate problems are dealt with as soon as possible. It works really well.

HEALTH & SAFETY RESOURCES



Usdaw produces lots of informative health and safety publications which are all available to download at: www.usdaw.org.uk/healthandsafety

Email Doug Russell on:
healthandsafety@usdaw.org.uk
www.usdaw.org.uk/healthandsafety

Surfing for safe solutions

The TUC has posted a series of guidance notes on a range of workplace health and safety issues on its website.

The guides have been produced with the NHS Health for Work advice line which aims to give information to both employers and workers on a range of health related information.

They are intended for workers and cover a range of health issues

that may affect you in your work including:

- Driving lift trucks
- Mental health conditions
- Exposure to chickenpox in the workplace
- Work with substances that cause skin problems
- New and expectant mothers
- Work in extreme temperatures
- Work with respiratory sensitisers.

Visit: www.tuc.org.uk/workplace/index.cfm?mins=453&minors=124&majorsubjectID=2



SEND YOUR LETTERS AND PICTURES TO:

Network Editor, Usdaw,
188 Wilmslow Road,
Manchester M14 6LJ

✉ network@usdaw.org.uk

MEMBER SERVICES ARE TOP!

Recommended

I have used the Usdaw corporate code – REWARDS to save 33 per cent off the admission price to Blackpool Sealife centre and I plan to use the Merlin offers during the summer at other locations. I will be booking admission tickets for The Dungeons in London as well due to the great offer of 25 per cent off ticket prices. Tell your members about it. I've put details on our noticeboard.

JON MCEWAN
KP Snacks Ashby E53

COMMUNITY ACTION TO RAISE CAMPAIGN AWARENESS IN NORWICH

Call for living wage now



Our division recently participated in a living wage campaign day organised with Norwich Trades Council. We set up an Usdaw stall promoting Legal Plus and equality, and managed to recruit some new members. The profile of Usdaw was raised tremendously at this successful event.

Thanks to area organiser Stuart Sharman, and reps Angie Dewing, Sarah Langton, Maria Barber and Tony Budden who helped on the day.

BRIAN LEWIS
Eastern division



MAY DAY PARADE IN BELFAST BRINGS OUT ACTIVISTS

Flying the flag in Northern Ireland



Usdaw activists joined deputy general secretary Paddy Lillis to raise the union's profile at the Irish Congress of Trade Unions May Day parade in Belfast

ORGANISING AWARDS FOR ACTIVE REPS IN CHELTENHAM

Reps get their reward at Tesco



Tesco reps in Cheltenham receiving their organising award nomination certificates presented to them by area organiser Paul Adams far right. Reps from left to right; Sarah Regan, Simon O'Brien, and Steve Newman.

SPOTLIGHT DAY PICTURE ROUND-UP

ON LOCATION...

1. Tesco Irlam, Manchester
2. Tesco Haslam, Bolton
3. Co-op Food, Peterborough
4. Tesco, South Shields
5. Tesco, Crowborough



POLITICAL LINE UP AT SCOTTISH DIVISIONAL CONFERENCE IN DUNDEE

Reps are honoured for their union commitment



The Scottish division's spring conference was held on 2&3 March at the Landmark Hotel, Dundee. We had 96 delegates in attendance and the theme for the weekend was 'Welfare Reform – what it means for our members'.

The guest speakers were general secretary John Hannett and Johann Lamont MSP and Leader of the Scottish Labour Party.

Campaigns officer Karen Whitefield also chaired a question and answer session giving delegates the chance to ask John and

Johann, who were joined by Cathy Jamieson MP, the questions at the forefront of their mind. It was a very informative session and enjoyed by all.

Certificates were then presented by John Hannett to all who had won divisional awards with Isabel Fyfe, divisional council chair, presented with the Exceptional Service Award.

CAROL WHITE
Glasgow office

30 YEARS' MEMBERSHIP AWARDS AT THE DOUBLE IN NORTH WEST DIVISION

Proud members

Congratulations are in order for loyal Usdaw members Helen Quinn (left) and Kathleen Swarsbrick who both recently received their 30 Years' Membership Awards presented to them by their colleagues.

Helen works for Co-op in Kilsyth and Kathleen works for catering company Sodexo in Bolton.



HEALTH AND SAFETY: DISCUSS . .

Man's best friend

Do the British care more about their dogs than their fellow humans? Here are some statistics that seem to bear that out. Last year the RSPCA secured 4,168 convictions against 1,552 people, with a conviction rate of 98 per cent.

Let's compare this with the statistics for people who kill and injure workers. Across Great Britain, 680 cases were prosecuted for health and safety breaches in 2011/12. These cases led to 630 convictions, with a conviction rate of 93 per cent.

In terms of imprisonment for killing workers the figures are even starker. Following an RSPCA prosecution, 86 people were sent to prison last year for breaching animal protection laws.

In comparison, according to the HSE website: 'Five people have been sent to prison for health and safety offences since January 1996'. This is slightly more than one every three years.

What does it say about a society that sends 200 times more people to prison for abusing animals than it does for risking the health of their workforce?

This is not a minor issue. At least 20,000 people die every year because employers break health and safety laws. The vast majority are a result of cancers and lung diseases caused by exposure to asbestos and other carcinogens and dusts. These are all preventable. So are the 212,000 injuries that lead to workers having to take time off work every year.

Clearly the balance is wrong, and the gap is likely to get even wider as the Government continues to slash the number of inspections (Local Authority inspections have fallen by 86 per cent in three years).

The Government needs to see the crisis in worker protection in proportion and start taking serious action against those criminals who are getting away with killing and injuring their workforce.

HUGH ROBERTSON
TUC senior policy officer.
Read his blog at: <http://strongerunions.org/author/hughrobertson/>

IN NUMBERS

MEMBERSHIP FOR WEEK ENDED:
03 JUNE 2013

South Wales & Western.....	50,788
Eastern.....	63,069
Midlands.....	57,296
North Eastern.....	57,850
Scottish.....	45,068
Southern.....	58,584
North West.....	93,596
TOTAL.....	426,251



KNOW YOUR RIGHTS

DOWNLOAD THE LATEST USDAW PUBLICATIONS TO KEEP YOU INFORMED

Legal Plus

Workers' Rights
A guide to full-time and part-time workers



Usdaw
UNION OF DEMOCRATIC WORKERS

Usdaw - Campaigning for better rights

Worried about Money?

Need a Helping Hand?

Benefit and Money Advice




In the current economic climate lots of working people are feeling the strain financially. Benefit changes to benefits and Tax Credits have left working parents particularly hard and money worries are unlikely to disappear in the near future as more benefit changes are planned for April 2012.

Usdaw is keen to ensure its members understand what these changes are and what they might mean for them and their families.

Improving workers' lives - Winning for members

Supporting Families

with **Disabled Children**



Usdaw
UNION OF DEMOCRATIC WORKERS

As this guide to rights and benefits for parents of disabled children


Working People Under Attack

You will need the protection of Usdaw more than ever

The Tory-led Coalition Government is attacking:

- Accident Claims
- Employment Tribunal Fees


You can't afford to be on your own...
Join Usdaw today!



Usdaw
UNION OF DEMOCRATIC WORKERS

YOUNG WORKERS

KNOW YOUR RIGHTS



Legal Plus

Take the pain out of personal injury

Free Accident Claims (no fee)

- Accidents at work and on your journey to work
- Road traffic accidents
- Slip, trip and fall accidents
- Accidents caused by unsafe premises or vehicles
- Family members' injuries (e.g. if you're injured in a car crash)

No stress, no fees, no-charge

Usdaw
UNION OF DEMOCRATIC WORKERS

Call, email, text & web - 24/7
0800 055 6333

Pensions

Auto-enrolment is coming

If you're not in a company pension scheme then you're at risk of not being able to afford to retire.

- Employer obligations towards you growing
- We have specialist lawyers
- A pension is your best friend



Legal Plus Usdaw
UNION OF DEMOCRATIC WORKERS

Working Carers

Know your rights




Usdaw
UNION OF DEMOCRATIC WORKERS

An Usdaw guide to rights and benefits for working carers

Same Sex Parents

Know your rights



Usdaw
UNION OF DEMOCRATIC WORKERS

As this guide to rights and benefits for same sex parents

WWW.USDAW.ORG.UK/RESOURCES